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ABSTRACT

The fifteenth annual report of the Arizona State Employment Service (ASES) described the manpower situation of Arizona Indians in 1967. Services provided by ASES included a wide range of counseling regarding job opportunities in nonagricultural and agricultural job placement, and it was noted that 21,001 Indians were placed during the year. Proficiency testing for adults as well as for high school students was also provided. Offices were maintained on various Indian reservations in the state, and ASES maintained contact and worked closely with other state agencies in Arizona and with Federal offices such as the Bureau of Indian Affairs. Statistics were presented on the Indian population, number of placements, and types of occupations. In addition, the report discussed progress made by Indian tribes in terms of industrial development on Indian land and described programs designed to enhance Indian vocational skills. (EL)

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CHARLES A. BOYLE, Administrator

MANPOWER SERVICES TO ARIZONA INDIANS 1967

Fifteenth Annual Report

Arizona State Employment Service
Administrative Office
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April 1968

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PREFACE

For more than two decades, the Arizona State Employment Service has continually provided and expanded its employment and manpower services to Arizona Indians living on and off reservations. Such services are an important and integral part of the operations of this Agency and represent the commitment by the staff of the Arizona State Employment Service to the employment needs of Arizona's Indian people.

This report, compiled by Mr. James R. Carter, Manpower Analyst, is the fifteenth in the series of annual reports on the activities and accomplishments of the Arizona State Employment Service on behalf of the Indians of Arizona. This year's report has been increased in scope to include a description of the services that other agencies provide to Arizona Indians seeking employment, to describe the progress that has recently been made by Indian tribes to encourage industrial development on Indian land, and to describe the programs presently in operation and/or designed to enhance the vocational skills of Arizona Indians. It is hoped that this report will give a comprehensive picture of the services available to Arizona Indians seeking employment or vocational training as well as the steps undertaken by Arizona's tribes to initiate industrial development on their respective reservations.

The Arizona State Employment Service is grateful for the valuable assistance provided by the Bureau of Indian Affairs, the Arizona Commission of Indian Affairs, and the Indian Community Action Project at Arizona State University as well as, of course, the various Indian tribes for their cooperation and assistance throughout 1967, and for their help in the preparation of this report.

CHARLES A. BOYLE, Administrator

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— 1967 —

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I.
HIGHLIGHTS

An Indian machine operator recently placed on a new job

The Arizona State Employment Service placed Indians in 21,001 jobs in 1967. These placements were divided between agricultural (8,074) and nonagricultural (12,927).

Nonagricultural placements included placements of Indians in every occupational category and major industrial group. The placement of Indians in 1,609 firefighting jobs expanded placements in the service occupations to 5,153 and in the government industry classification to 2,035.

Agricultural placements included large-scale recruiting on the Navajo and Papago reservations for peak-season harvest work. Several hundred Indians were recruited for harvesting operations in neighboring states. Placements in agriculture were down 35 percent from 1966. Probable reasons for this decline are discussed within.

In-depth counseling interviews were provided to 647 Indians in 1967, and 2,338 aptitude and proficiency tests were administered by the Arizona State Employment Service. Counseling and testing services were provided under the Agency's School Placement Program to high school Indians in Phoenix and on the Navajo and Apache reservations.

The Agency maintained branch offices at Chinle, Ganado, Kayenta, and Tuba City on the Navajo Reservation, one at Keams Canyon on the Hopi Reservation, and one each at Whiteriver on the Fort Apache Reservation, and at San Carlos on the San Carlos Reservation. All of these branch offices are manned by interviewer-interpreters, who themselves are Indians and members of the reservation tribes which they serve.

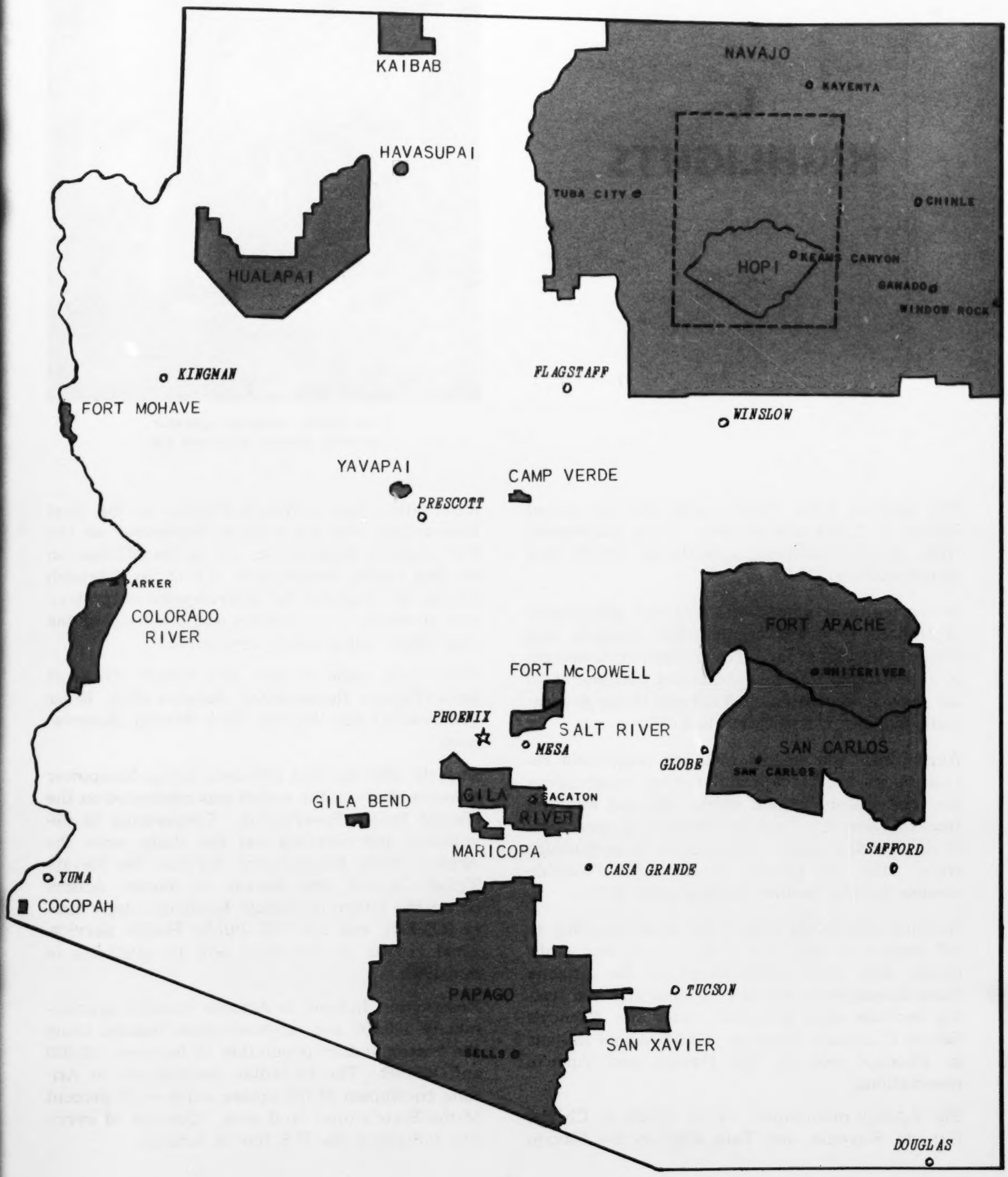
Plans were made to open new branch offices at Sells (Papago Reservation), Sacaton (Gila River Reservation) and Window Rock (Navajo Reservation).

In early 1967, the first full scale Indian Manpower resource study in the nation was conducted on the Navajo Indian Reservation. Cooperating in developing and carrying out the study were the Arizona State Employment Service, the Navajo Tribal Council, the Bureau of Indian Affairs (BIA), the Office of Navajo Economic Opportunity (ONEO), and the U.S. Public Health Service. Final results of the study will be available in mid-1968.

Reservation Indians in Arizona number approximately 100,000 and off-reservation Indians bring the State's Indian population to between 105,000 and 120,000. The 19 Indian reservations in Arizona encompass 30,700 square miles — 28 percent of the State's total land area. One out of every five Indians in the U.S. live in Arizona.

ARIZONA INDIAN RESERVATIONS

AND PRINCIPAL ARIZONA STATE EMPLOYMENT SERVICE
OFFICES SERVING INDIANS



II.
INDIANS IN ARIZONA TODAY

A. Arizona Indian Reservations

Arizona contains more Indians and more Indian land than any other State in the nation. Its 19 Indian reservations, encompassing a land mass of 30,700 square miles, make up more than one-third of all land owned by or allotted to Indians in the entire United States and covers about 28 percent of the land in Arizona. Arizona reservation land area exceeds the combined areas of three New England States: Massachusetts, New Hampshire, and Vermont. The Navajo Reservation alone (14,000 square miles) is half again as large as any one of these three states.

B. Population of Arizona Indians

On 19 reservations dwell approximately 100,000 members of 13 separate tribes. Total population of Arizona Indians is estimated to be between 105,000 and 120,000 (there are no accurate figures available either for on-reservation or off-reservation Indians). Thus, American Indians represent 6.4 to 7.3 percent of Arizona's total population. A table showing the estimated population on Arizona's 19 reservations follows:

TABLE I

ARIZONA TRIBES AND RESERVATIONS

	Reservation	Tribe(s)	Est. Res. Population*	Area (mi²)
1	Camp Verde	Yavapai-Apache	190	1
2	Cocopah	Cocopah	90	1
3	Colorado River	Chemehuevi-Mohave	1,550	353
4	Fort Apache	White Mt. Apache	5,320	2,601
5	Fort McDowell	Yavapai	330	39
6	Fort Mohave	Mohave	50	37
7	Gila Bend	Papago	120	16
8	Gila River	Pima-Maricopa	6,600	581
9	Havasupai	Havasupai	250	5
10	Hopi	Hopi	5,600	3,863
11	Hualapai	Hualapai	600	1,550
12	Kaibab	Paiute	130	188
13	Maricopa-Ak-Chin	Papago	200	34
14	Navajo	Navajo	82,000	14,014
15	Papago	Papago	5,000	4,334
16	Salt River	Pima-Maricopa	1,850	73
17	San Carlos	San Carlos Apache	4,500	2,898
18	San Xavier	Papago	420	111
19	Yavapai	Yavapai	90	2

* Estimates Based on Data from:
Henry W. Hough, Development of Indian Resources (Denver: World Press Inc., 1967), P. 1; Arizona Commission of Indian Affairs; Bureau of Indian Affairs.

It is estimated that over 10,000 American Indians live off-reservation in Arizona. They live primarily in Phoenix, Tucson, and Flagstaff.

C. The Indian's Status In The Arizona Job Market

There are no authoritative figures on employment, unemployment or income of Indians in Arizona. There is little doubt, however that Indian unemployment is far higher, and their median income lower, than those of any other significant ethnic group in the State. Estimates of the unemployment rate range from 45 to 75 percent of the potential labor force.

The causes of unemployment and low income level among Arizona's Indians are many and are, in turn, problems in themselves. Below is an enumeration of some of these underlying problems.

ISOLATION—Arizona's Indians are isolated from the mainstream of economic activity in the State by reason of the physical separation of their reservations. The changes in the industrial complex of the State, the expansion of existing industry, and influx of new industry affects the reservation dwellers least and last.

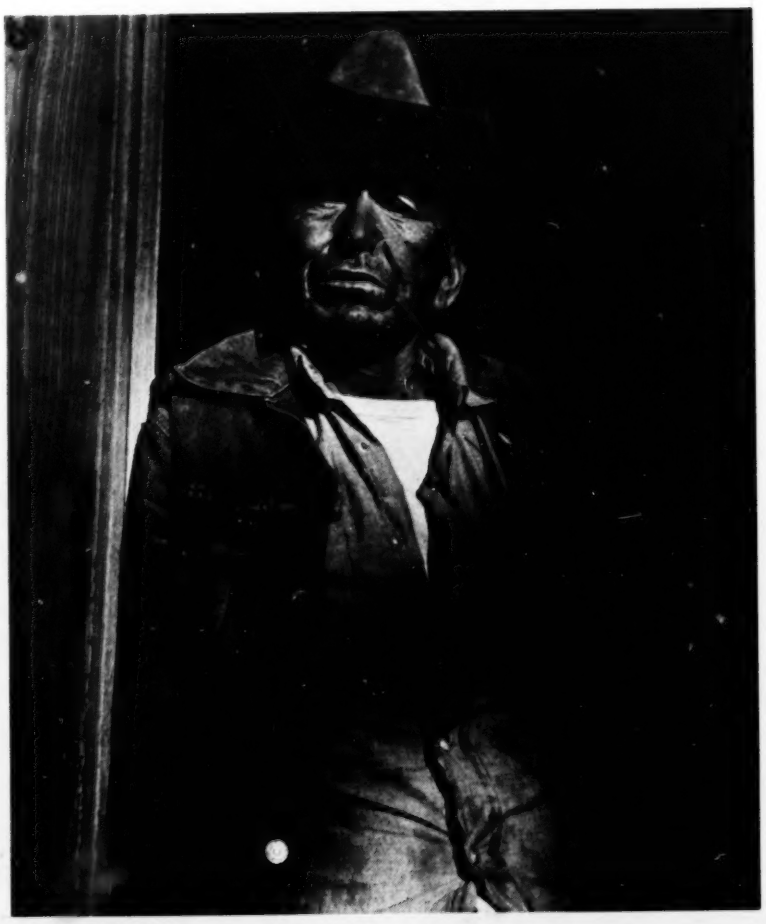
Communication and transportation facilities on the reservations, although improving, do not approach the facilities in the rest of the State. Much of the Indian reservation terrain is beautiful — often spectacular — but the mountains, canyons, and forests do not lend themselves to the building of roads and communications lines. The sparseness of Indian population over large areas of land also contributes to transportation and communication problems on the reservations.

EDUCATION—Current estimates of the median grade level of education attained by people 25 and over place that of Arizona's Indians at less than seven years, compared to almost 12 years for the State as a whole.

The level of education among the Indians varies widely. Off-setting the relatively few who have more than a high school education are the greater numbers with no formal training whatsoever. The 1960 Census reveals that the median level attained by the nonwhite adult population in one county (which is virtually totally Indian) is 0.9 years.

Indians, with their level of educational attainment, are ill-prepared to qualify for any but the unskilled, or lower-paying semiskilled jobs and often cannot even qualify for most kinds of job training.

LANGUAGE—English is not the primary language of any major reservation tribe in Arizona. Among the Indians who have little or no formal education, the knowledge of English is at best rudimentary. Thousands of unskilled workers and potential workers do not understand any but the most simple directions given in English.



(Courtesy of Hank Keneally III)

CULTURAL FACTORS—Tribal cultural patterns are a most important factor acting as a barrier to the employment of Indians. Growing up as a member of a tribe, an Indian learns to speak and think in a particular Indian dialect and acquires culturally prescribed behavior patterns that are not only different, but in many instances diametrically opposed to those behavior patterns that are taught and encouraged in the dominant "American" culture. These behavior patterns, which include values and attitudes, become deeply ingrained and are very difficult to change. Many of the behavior patterns actually prevent the unacculturated Indian from competing successfully for jobs with the "white man" in the white man's labor market. Some of these behavior patterns are the following:

1. Many Indians tend not to think in terms of abstract goals such as prestige and personal advancement. They tend to think in concrete terms and usually have no interest in accumulating personal assets beyond their everyday needs — food, shelter, and clothing.

2. Indians generally are not work-oriented. The majority traditionally have lived on a day to day basis and possess only rudimentary hunting, pastoral, or agricultural skills. When they were moved onto reservations, for many years they held the status of wards of the U.S. government and were not encouraged to acquire job skills. Living on isolated reservations, the Indian had no alternative but to follow the ways of his ancestors. Indian children who learn the attitudes, values, customs and behavior patterns of their parents are not oriented to the world of work as are the children of the dominant culture.

3. Many Indians do not conceive of time the way the white man does. They have only a vague orientation to time and consequently find it difficult to adjust to the white man's rigid time schedules.

4. Many Indians have no motivation to accumulate money because assets customarily must be shared with relatives.

5. The white man's standards of etiquette and interaction are quite different than those of the Indian: for example, some Indians consider it impolite to look at people — they consequently avoid eye to eye contact; white people will volunteer information — the Indian has to be asked specific questions; the Indian rarely gives intense positive or negative responses — his verbal responses often seem superficial. Needless to say, these differences in etiquette, not to mention differences in holidays, religion and family structure, cause many problems and misunderstanding between the Indian and the white man.

TERRAIN—Reservation Indians have plenty of land and much of it is spectacular. "Navajoland" and "Apacheland" are publicized as tourist attractions, and Indian tribes do derive income from the tourist trade. They derive further income from the timberlands, such as those on parts of the Navajo Reservation and on the Fort Apache and San Carlos reservations. Yet the unfortunate fact remains that much of Indian reservation land is unproductive.

Raising livestock and growing crops on the desert, or in the mountains and the canyons, is quite often difficult. Where the soil and precipitation permit, agricultural pursuits are followed (the Papagos have their small farms and the Navajos raise sheep and cattle), but there is more barren than fertile land on the reservations, and the fertile land is susceptible to drought.

INFORMATION—As the preceding section and the above paragraphs have shown, there are only estimates of the Indian population, unemployment rates, and educational levels. Little is known of the characteristics of the actual and potential Indian labor force. More accurate knowledge in these areas is needed in order to pinpoint the areas of greatest need and to more effectively plan and carry out manpower services to Indians.

(Courtesy of Hank Keneally III)

Indians need information also. Many Indians, particularly the inhabitants of the more isolated portions of the reservations, are not aware of services and programs that may be available to them.

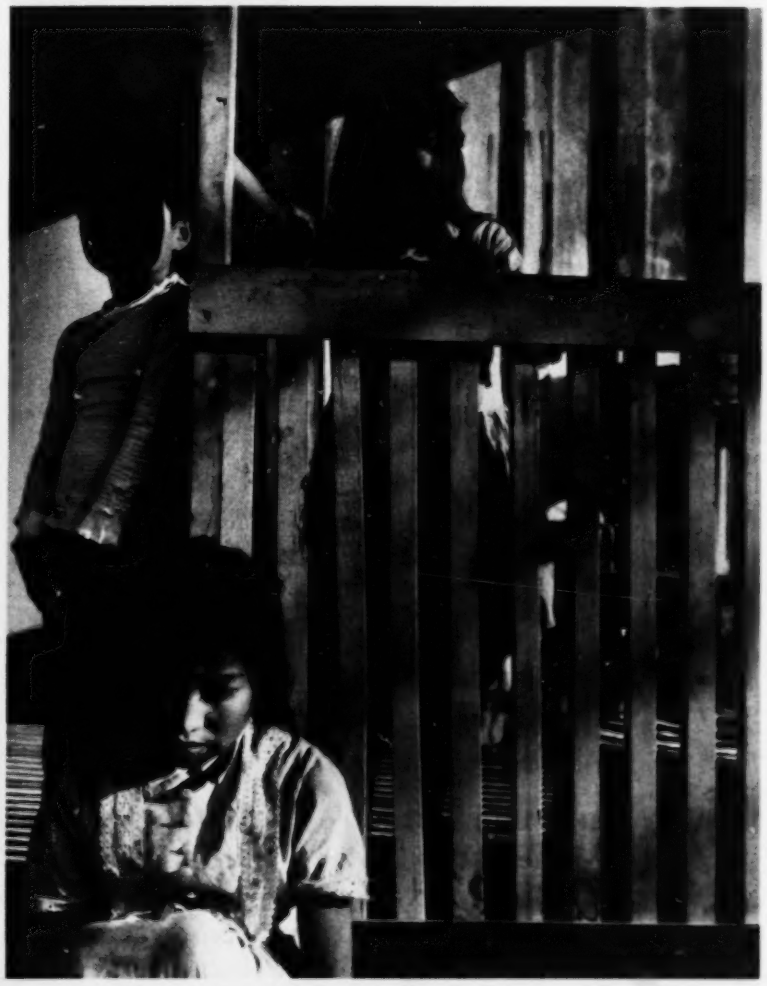
Indians need vocational orientation. The world of work off the reservation, other than seasonal

farm labor, is an unknown factor to most reservation Indians. Orientation in the schools is especially needed to help motivate and direct Indian youth toward preparation for earning an income.

OUTREACH—Indians working on Indian Community Action Projects in the State report that it is not sufficient simply to advise tribal leaders by letter of the available manpower services. The Indians in many areas are reluctant to take the initiative in applying for available aid. They may be embarrassed about their ignorance of how to apply, they may lack basic things such as paper and writing implements, or they may not be able to read and write. These same people will, however, readily respond to the initiative taken by representatives of an agency such as the Employment Service to go to them and assist them in obtaining services designed to help them economically.

D. New Developments

In view of the above, the conclusion may be drawn that the Indian's status in the Arizona job market is a disadvantaged and unfortunate one.



A world of increased job opportunities will be open to the younger Indian generation

(Courtesy of Hank Keneally III)

Within the last five years, developments have taken place which will, hopefully, greatly improve the Arizona Indian's position in the job market in the near future. Industrial development, with concomitant creation of new job opportunities, is being stimulated on Arizona reservations with the recent formation of Indian economic development corporations. New federal legislation such as the Economic Development Act of 1965 makes reservations very attractive to industry and businesses looking for places to locate. Other legislation such as the Manpower Development and Training Act of 1962, Public Law 959, and the Economic Opportunity Act of 1964 provide vocational and pre-vocational training opportunities for interested Indians.

Arizona Indians are gaining greater access to new careers

In addition to these new developments, agencies such as the Arizona State Employment Service have continued to both provide and expand their services to Arizona Indians seeking employment. The following chapters will briefly describe: the new developments that have taken place to attract industry to reservations; the services and accomplishments of the Arizona State Employment Service provided Arizona Indians in 1967; and give an overview of the services and activities provided to Indians in Arizona by other agencies. It is hoped that this annual report will give the reader a better understanding of the changing status of the Indian in the Arizona job market.

III.

STEPS TOWARD ECONOMIC DEVELOPMENT ON ARIZONA RESERVATIONS

In the past, two approaches have been taken by Arizona tribes in attempting to bring about economic development on their reservations. One was the creation of tribally owned and operated enterprises, and the other was the efforts on the part of tribal councils to attract non-Indian industry to Indian lands. Both of these approaches led to slight to moderate economic development but this was far less than that desired by most tribes. Recently a new approach to fostering economic growth has come into being, spurred by the passage of the Economic Development Act of 1965. This was the formation of Indian industrial development corporations. This new approach shows great promise in being able to attract new industry to Arizona reservations.

A. Tribal Enterprises

Tribal enterprises are businesses and industries owned and operated by Indian tribes. Some tribes include tribal government employees and community action projects under the rubric tribal enterprise as can be seen below. The following table lists the enterprises operated by Arizona Indian tribes.

Sorting lumber processed at a Tribal sawmill

ARIZONA TRIBAL ENTERPRISES

Tribal Enterprise	Year Enterprise Started	No. Jobs Held By Indians Jan. 1967
Ak Chin Indian Community		
Ak Chin Farms Enterprise	1962	120
Colorado River Indian Tribes		
Blue Water Marine Park	1964	8*
White Mountain Apache Tribe		
Fort Apache Timber Company	1961	109*
White Mountain Recreation Enterprise	1954	95
White Mountain Tribal Herd	1945	13*
Gila River Tribe (Gila River Indian Community)		
Pima Community Farms	1951	192
Havasupai Tribe		
Havasupai Trading Co.	1943	3*
Tourist Enterprise	1945	4*
Hopi Tribe		
Hopi Trailer Court	N. A.	5
Community Action Project (Arts & Crafts Center)	N. A.	N. A.
Livestock Enterprise	N. A.	N. A.
Hualapai Tribe		
Hualapai Trading Company	1944	7*
Hualapai Tribal Herd	1944	3*
Navajo Tribe		
Navajo Forest Products Industry (located in New Mexico adjacent to state border line)	N. A.	N. A.
Navajo Tribal Utility Authority	N. A.	N. A.
Navajo Community Action Project	N. A.	N. A.
Papago		
Papago Arts and Crafts	1964	1
Tribal Herd	1953	2
Tribal Government Employees	N. A.	N. A.
Salt River Tribe		
Red Mountain Recreation	N. A.	2
Sanitary Land Fill	N. A.	5
Water Company	N. A.	N. A.
San Carlos Apache Tribe		
Bylas Trading Enterprise	1952	8*
San Carlos Trading Enterprise	1949	35*
San Carlos Livestock Enterprise	1965	25*

Source: Bureau of Indian Affairs. * Figures for February 1968. N.A. Not Available.

It can be seen from the above that most tribal enterprises are agricultural, recreational or tourist industries which do not employ large numbers of Indians and are not likely to grow significantly in the future.

B. Other Industry and Government Employment

To date Tribal enterprises account for more employment on the reservations than other industries that have located on tribal lands such as General Dynamics (Navajo reservation) and Western Superior Corporation (Hopi land).

The Bureau of Indian Affairs and other federal and State agencies employ more Indians on tribal lands than do tribal enterprises. The following table shows total employment on reservations in Arizona by type of employer during the period from January to February 1968.

We may expect employment in tribal enterprises to increase gradually in the future with employment in industries locating on reservations growing at a substantially higher rate. Reasons for the latter trend will become apparent in the next section. Employment in the Bureau of Indian Affairs and other state and federal agencies will probably remain fairly constant in the future.

RESERVATION EMPLOYMENT[1]

January - February 1968

Reservation	No. on Res. in Tribal Enterprises	No. on Res. in B.I.A.	In Other State or Federal Agencies	Other Industries
Camp Verde	0	0	0	0
Cocopah	0	0	0	0
Colorado River	29	80	33	0
Fort Apache	200	100	54	40
Fort McDowell	1	3	0	0
Gila River	250	52	41	22
Havasupai	9	4	1	0
Hopi	17	122	33	20
Hualapai	18[3]	----	----	----
Kaibab	9	0	0	4
Maricopa-Ak Chin	50	0	5	0
Navajo	1610	3927[2]	2500	597
Papago	23	76	111	11
Salt River	51	10	1	5
San Carlos Apache	35	12	75	10
Yavapai	0	0	0	1
Total	2302	4386[2]	2854	710

1. Source: Arizona Commission of Indian Affairs' survey of tribal chairmen.
2. Figures include Navajos in Utah, New Mexico, Colorado, and Arizona.
3. Source: Bureau of Indian Affairs.

C. Indian Reservation Industrial Development Corporations

Thirty-four years ago federal legislation was enacted (1934 Indian Reorganization Act) establishing the Indians' right of self-government through their tribal councils and reorganizing the Bureau of Indian Affairs as a counselor and provider of technical assistance and as a trustee of Indian land. The legislation also made it possible for tribes to enter directly into business dealings with non-Indians concerning the use of their lands with the Bureau of Indian Affairs acting as "umpire." Supporters of this arrangement who envisioned Indians signing leases with industrial leaders and predicted industrial complexes stretching over Indian reservations saw only a few of these visions come to pass during the first 30 years following the legislation. This was due primarily to two factors: the geographic isolation of the reservations; and the Indians' unsophisticated business knowledge.

As previously noted, Arizona's Indians hold almost 30 percent of the entire land area in the State. They have been isolated from the mainstream of economic activity in the State; however, by reason of the geographic isolation of their reservations, the changes in the industrial complex of the State, the expansion of existing industry, and the influx of new business affect reservation dwellers least and last because of their isolation from non-Indian urban areas.

The advantages a business or industry could gain by locating on Indian land, low-cost land leases and real estate tax breaks, did not attract industry to reservations because these advantages were off-set by other factors. Indians, still unsophisticated in business knowledge and skills, turned out to be poor bargainers, and businessmen sincerely interested in leasing Indian land for industrial development found themselves hampered by slow acting tribal councils and other red tape. The Indians could not compete successfully with more professionally organized development boards promoting non-Indian lands which could offer the type of help that businessmen seeking new plant sites need. Thus few industrial developments sprang up and the jobs which Indians so desperately needed amounted to a trifling number.

A breakthrough came in August of 1965 for those wishing to bring about industrial development on Indian reservations with the passage of the Economic Development Act (EDA), an anti-poverty measure administered by the Department of Commerce and designed to help communities, areas, and regions in the United States which were chronically impoverished by stimulating economic activity. All of the Indian reservations in Arizona could be classified as depressed areas under EDA's definition; thus, funds became available in 1965 to encourage and bring about economic development on reservations.

The Industrial Development section of the BIA, which was created ten years ago to encourage and aid tribal endeavor to attract industrial and other business enterprise to reservation localities, was quick to seize on the opportunity that EDA funds would provide Arizona Indians. Because only public or private non-profit agencies in economically depressed areas could apply for EDA monies, it began to encourage Indian development corporations even before EDA was enacted. In July of 1965, with the assistance of the BIA's Industrial Development Section, the first Indian industrial development corporation in Arizona, the San Carlos Apache-Globe Development Corporation, was formed. A short time later, six other Indian development corporations were created: Fort Apache (operating on the Fort Apache Indian Reservation); Pima-Coolidge (Gila River Reservation); San-Tan (Gila River); Lone Butte (which associates Chandler with the Gila River Reservation); and more recently Papago-Tucson (San Xavier) and Salt River Pima-Maricopa (Salt River Reservation).

These corporations are state-chartered, non-profit organizations, which have boards of directors composed of Indians and non-Indians. The Indians on a board of directors are residents of the reservation on which the corporation operates. The non-Indian members, experienced in business, live in areas adjacent to the reservation (e.g., Globe vis-a-vis the San Carlos reservation). These joint venture corporations are in complete charge of industrial park development and sub-leasing in their respective areas. An Indian development corporation operates by leasing Indian land for a nominal amount (e.g., $100 for a 50-acre site on a renewable 25-year lease on the San Carlos reservation) from a reservation and then, in turn, subleasing it to industry with a high percentage of income from the lease, approximately 85 percent, going to the tribe owning the land. The other 15 percent of the income from the subleases offsets the development corporation's expenses. Through the various titles of the Economic Development Act of 1965 and with the participation of the banking community, 100 percent financing for industrial site preparation is available. Federal financing obtained by these corporations for

reservation industrial park development includes not only construction costs, but fees for legal, engineering, and interim financing needs. Site preparation includes everything from leveling to landscaping. A total of over 7 million dollars in all categories of financing has been obtained thus far for these various projects and their business tenants.

By using the funds made available by EDA, these non-profit development corporations made up of Indians and non-Indians can offer interested industry and businessmen an enticement that no non-Indian can approach — up to 100 percent financing in locating their plants on Indian land. Through a combination of funding (e.g., the Small Business Administration's "Operation Impact"), private and federal prospects locating in the park also have access to very attractive business loans for building and equipment needs.

The prospects for bringing about industrial development on Indian reservations now look very encouraging. Each one of the seven newly formed corporations has at least one or more industries planning to locate or actually operating in their industrial parks. Arizona Indians will increasingly benefit in three ways from the corporations' endeavors: from jobs that are being created on their land which will largely be filled by Indians; in the revenue from the subleasing of tribal property; and perhaps most important of all — this program, which depends heavily on white and Indian cooperation, is the best bridge yet in spanning a chasm between two societies that have lived in virtual isolation from one another.

D. Indian Development District of Arizona*

Another type of organization designed to foster reservation economic development, chartered in September of 1967, is the Indian Development District of Arizona (IDDA). The organization, which became operational in February of 1968, is essentially a corporation promoting industrial development on all reservations and their contiguous areas in Arizona. It is the only one of its kind in the United States. A state-chartered non-profit corporation, organized and jointly sponsored by Arizona's tribes to strengthen each in their respective endeavor, IDDA brings united tribal effort and an effective association with non-Indian neighbors for planning economic development effort. It employs its own professional staff utilizing a 75 percent grant-in-aid provision of the Economic Development Act.

IDDA is composed of a corporate body and five fully authorized subsidiaries called Planning Area Committees, each of which operates in a separate geographic area of the State. The corporation is directed by the tribes. Each tribe appoints one member to a three-year term on the board of directors. The Planning Area Committees are directed by Indian and non-Indian members that are residents of the Planning Area. A Planning Area is generally composed of two or more reservations and the contiguous non-Indian locality. The Committee which operates within this "Area" acts independently of the corporate body in all matters pertaining to the economic development within its area. IDDA provides the over-all administrative direction.

IDDA's purpose is to coordinate various elements and influences into effective local processes for reservation economic development. Each Planning Area Committee and the staff it employs gives guidance to the people in its respective area; the objective of economic developments are accomplished by the people themselves. IDDA could be described as the Indians' own organized independent consulting agency which provides general guidance and assistance to Indian reservation economic development endeavors. IDDA attempts to foster increased private enterprise activity on the reservations and public works for community improvement.

In addition to aiding member tribes with reservation economic development endeavors, IDDA can engage in business ventures of its own in order to generate self-supporting revenue so that it may operate without federal monies and funds from its member tribes. It can operate training facilities and develop informational media for its member tribes. It has requested funds from OEO to develop a program of Indian trainees to understudy its professional employees. Promotional information such as pamphlets, slide presentations and movies for television and service club audiences are also planned.

This, then, is a brief summary of the new horizons opening in Indian economic development.

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* Based on, "Indian/Non-Indian Community and the Economic Development Endeavor," a paper presented by O. E. Whelan, Chief of the BIA's Industrial Development Section, to the Globe Chamber of Commerce, February 21, 1968.

IV. ARIZONA INDIAN MANPOWER SERVICES

A. ASES

Since before World War II, the Arizona State Employment Service has been providing employment and manpower services to Arizona's Indian labor force. These include the standard services of placement, testing, counseling, and manpower information. Over the years the Arizona State Employment Service has also instituted specialized services and facilities directly aimed at meeting the specific problems faced by Indians in seeking employment and a higher level of income. Included in these services are Indian branch offices of the Arizona State Employment Service, special communications systems, an Indian job development program, manpower resources development program, manpower resources development assistance, and the Agency's own employment policy.

INDIAN BRANCH OFFICES

The Employment Service has enjoyed close working relationships and active participation with the Arizona Commission of Indian Affairs, the Bureau of Indian Affairs, and the tribal councils in maximizing the utilization of the human resources of Arizona Indians. The Bureau of Indian Affairs and the Bureau of Employment Security drafted and agreed to a Memorandum of Understanding in 1950. In 1955, this agreement was revised by mutual consent. The major purposes of the Memorandum were:

1. To focus attention upon the objectives of voluntary relocation and full placement services for reservation Indians, and
2. To outline the responsibilities of each Bureau in meeting these objectives.

The new ASES branch office recently opened at Sacaton on the Gila River Reservation

As a result of this cooperative agreement, the Arizona State Employment Service extended its services and assumed major responsibility for placement of Indians, whether on or off the reservations, and whether for temporary or permanent agricultural or nonagricultural employment. Funds have been provided for the establishment and operation of ten fulltime branch offices serving Arizona Indians. Five of these were established in 1952 on the Navajo-Hopi reservations at Tuba City, Kayenta, Oraibi, Chinle, and Ganado. In 1955, a full-time branch office was established at Whiteriver on the Fort Apache Reservation to serve the White Mountain Apache Tribe. In 1958, a full-time branch office was established at San Carlos to serve the San Carlos Reservation. A decision to move the Oraibi branch office to Keams Canyon was reached in late 1961. Window Rock has been served on an itinerant basis since 1963. In January 1968, Window Rock was established as a full-time branch office as were Sells on the Papago Reservation and Sacaton on the Gila River Reservation. Each of the offices is staffed by at least one trained Indian interviewer - interpreter; several offices have two.

The local offices having branch offices on reservations are the following:

1968

LOCAL OFFICE	BRANCH OFFICE	STAFF
Casa Grande	Sacaton	1
Flagstaff	Kayenta	1
	Tuba City	2
Globe	San Carlos	1
	White River	2
Tucson	Sells	1
Winslow	Chinle	2
	Ganado	1
	Window Rock	1
	Keams Canyon	2

On April 20, 1966, the Arizona, New Mexico, and Utah Employment Services, the Navajo Tribal Council, the Bureau of Indian Affairs, and the United States Public Health Service signed a "tri-state" Agreement to Improve Manpower Services to the Navajo Tribe. The purpose of the Agreement is to establish, through the cooperation of the six participating agencies, more efficient procedures for recruiting and placing the Navajo Indians in the three states. The Agreement lists the responsibilities of each agency and the recruitment and clearance procedures to be followed.

The facilities of the Arizona State Employment Service are available to all Arizona Indians regardless of whether they reside on or off the reservation, and whether they are applicants seeking employment or employers seeking workers. Itinerant service is provided to several reservations which do not have permanent branch offices. The facilities offer services which include job placement, counseling, testing, labor market information, community relations, manpower training, and selective placement services to veterans, handicapped, older workers, youths and women.

COMMUNICATIONS LINK

To facilitate communications on the Navajo, Hopi, and Fort Apache reservations, a ground radio communications system was installed in 1955. Under this system transceivers are mounted in Agency-owned vehicles operated on the reservations, with a stationary transmitter and receiver with antenna at Flagstaff, and a transceiver at the Winslow Office. The vehicle transceivers are portable, allowing for the interviewer-interpreters to be contacted when traveling in their vehicles, or when at home after working hours. The vehicles are also equipped with public address systems. The value of this communications system is especially evident during the time of forest fires. Fire-fighting crews can be recruited and dispatched minutes after the call has been received at the Flagstaff or Winslow Office.

JOB DEVELOPMENT

The Indian, both on and off reservation, has his own particular employment problems. Work applications are taken on all Indians available for employment, but often, due to insufficient educational and industrial background, applications require special effort in order to develop job opportunities.

Job opportunities development for Indians on and off reservations is a process which requires a number of steps. Participation with tribal and reservation officials to attract new industries and new jobs is a continual activity in the total program. Through personal employer visits and telephone contacts, efforts are made to obtain job openings for Indian workers and to promote the Indian as a productive manpower resource.

The media of radio, television, and newspapers are utilized to express to employers and to the public the employment needs of Indians and to communicate to the Indian worker the availability of job opportunities. Several radio stations throughout the State broadcast programs in native Indian dialects, and Employment Service jobcasts are made on a regular basis to their Indian audience. This method has proven to be very effective in Indian worker recruitment programs for both agricultural and nonagricultural employment.

B. Other Services

ARIZONA COMMISSION OF INDIAN AFFAIRS

The Arizona Commission of Indian Affairs is a State agency which endeavors to improve Manpower Services to Indians. It was created by the Arizona State Legislature primarily to consider and study conditions among Indians residing within the State. Studies are undertaken in order to accumulate, compile, and assemble information which can be used by legislators in their investigation of Indian affairs as well as other State agencies concerned with Indian problems. The Commission also: cooperates with all Indian concerned organizations, local, state-wide, and national; makes possible the contacts between

organizations and people who are interested in helping solve Indian problems with tribal or off-reservation leaders; surveys areas bordering reservations to determine the prevailing climate of cooperation and communications and to find ways of helping the Indian and non-Indian communities get together. The Commission and the Arizona State Employment Service both work with one another in attempting to maximize the utilization of the human resources of Arizona Indians.

BUREAU OF INDIAN AFFAIRS

The Bureau of Indian Affairs (BIA), which is under the Department of the Interior, has the responsibility of working with the on-reservation Indian people and their tribal authorities to raise the Indian standard of living to a level compatible with the standards of comfort, health, education and economic security that we like to call "the American way of life." The Employment Assistance Section of the BIA is the office responsible for providing Manpower Services to Indians. The Employment Assistance Office in Arizona provides the following manpower services: direct employment (job placement); vocational guidance and counseling; adult vocational training; and on-the-job training (these last two services will be considered in more detail elsewhere).

Employment Assistance personnel in eight Indian agencies located throughout Arizona (excluding Navajo Area Office) place Indians in jobs not

Graduate of an Adult Vocational Training Course at work in a new job

only in Arizona but anywhere in the U.S. The office provides economic assistance to, and pays the traveling expenses of Indians (and their families) who are placed in jobs outside of Arizona. In fiscal year 1967, 150 Indians were placed in out-of-state jobs and a total of 213 Indians were placed by the Employment Assistance Office.

V.
ASES SERVICES AND ACCOMPLISHMENTS

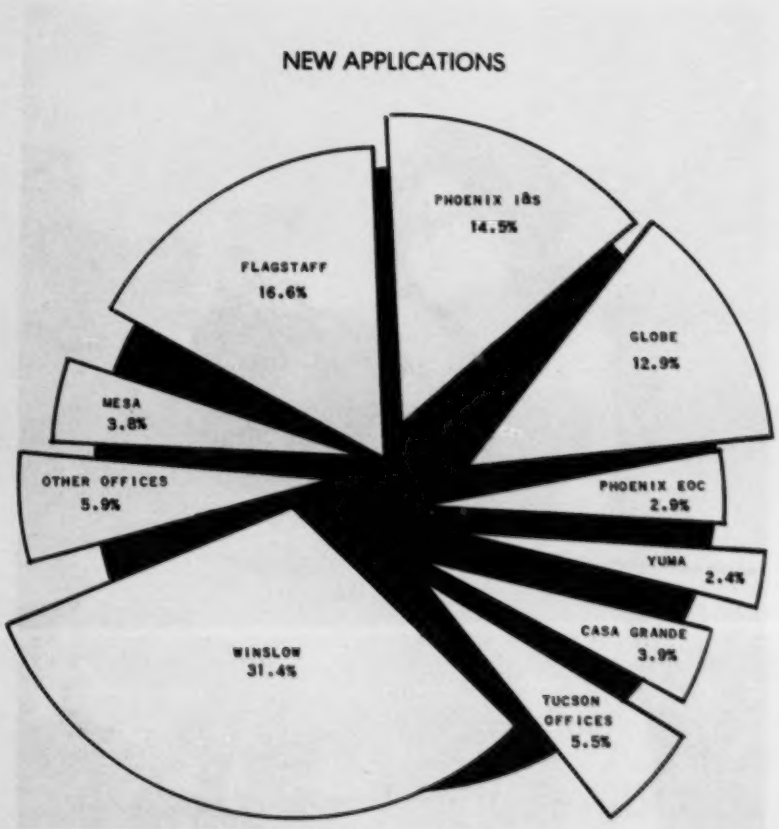
Indian interviewer processing a job seeker's application

A. Indian Applicants

NEW APPLICATIONS

In 1967, 5,721 Indians registered for employment with the Arizona State Employment Service. About one-half of these new applicants (2,746) registered in the Flagstaff and Winslow offices and their branch offices on the Hopi and Navajo Reservations. The majority of these job applicants were from the Navajo Reservation.

The Phoenix Industrial and Service Office registered 831 new Indian applicants, and the Phoenix Employment Opportunity Center (formerly Youth Opportunity Center) registered 167. Distribution of new applications in other offices included the Globe Office and its two branch offices at Whiteriver (Fort Apache Reservation) and San Carlos (San Carlos Reservation) with a total of 742; Tucson offices, 313; Yuma, 138; Casa Grande, 227; and Mesa, 218.



New applicants in all Arizona placement offices averaged 477 a month in 1967. June and July, and October, November and December registrations were much higher than average with 528 and 610, and 601, 701, and 552, respectively. The increased number of applicants during the late fall and winter months was due in large part to the School Placement Program in which several hundred seniors registered. November recorded the year's high of 701 new Indian applicants. The swell in the number of applicants in June and July is attributable to the many Indian students entering the job market at the beginning of school vacation.

ACTIVE APPLICATIONS

Indian applications on the active files in all Arizona State Employment Service offices averaged 1,794 a month in 1967. The number ranged from highs in June, July, and August of 2,205, 2,173, and 2,214, respectively, to lows in September, October, November and December of 1,566, 1,374, 1,422, and 1,595, respectively. Youths returning to school in September helped reduce the fall active applications.

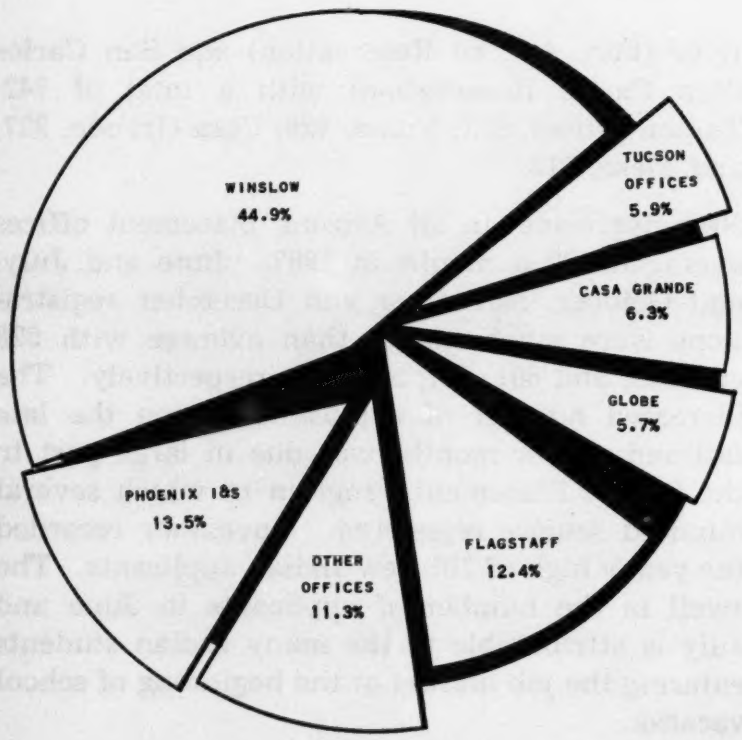
The active files at Winslow and its branch offices showed a monthly average of 541 Indian applicants. Flagstaff with its branch offices maintained the second highest monthly average with 344. Globe and its branch offices average 321, and the Phoenix Industrial and Service Office was fourth, averaging 250 Indian applicants a month.

B. Services

TESTING

Arizona State Employment Service offices administered 2,338 aptitude and proficiency tests to Indians in 1967. This figure represents an increase of 60 percent over 1966 in the number of tests administered. The Flagstaff and Winslow offices and their branch offices administered 1,339 tests to Indians. Several hundred of these were high school seniors who took the tests under the school program.

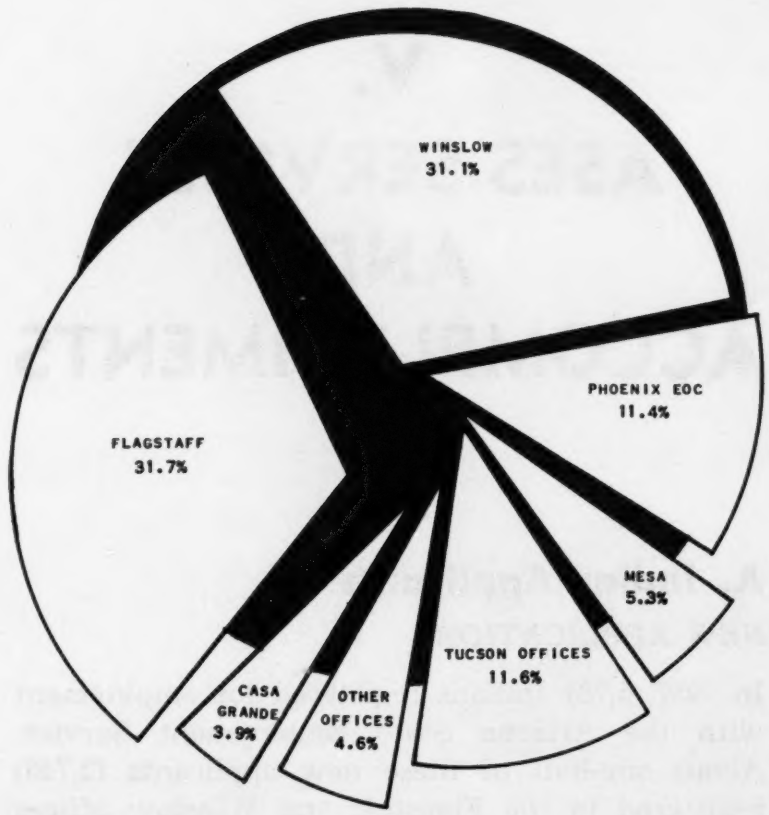
TOTAL TESTS



COUNSELING

The Agency's counselors accomplished a total of 647 counseling interviews with Indians in 1967, an increase of 45 percent over 1966. Many of these interviews were held in conjunction with tests administered to Indian youths under the School Placement Program.

COUNSELING



Almost one-third (205) of all the counseling interviews held with Indians were conducted in the Flagstaff Office and its branch offices of Tuba City and Kayenta. Another third (201) were held with Indians in the Winslow Office and its branch offices.

Indian beautician

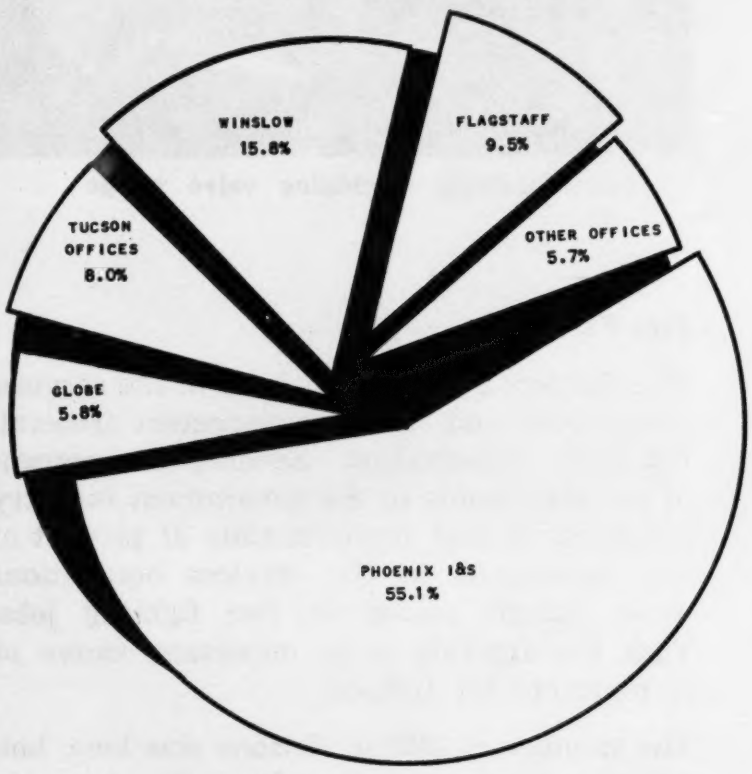
C. Placements

The ASES referred 24,458 Indians to different jobs in 1967. These referrals resulted in 21,001 placements.

1. NONAGRICULTURAL PLACEMENTS

Placements of Indians in nonagricultural jobs totaled 12,927 in 1967. The Phoenix Industrial and Service Office, largely through the efforts of its Indian Placement Unit, accounted for 7,125 placements - 55 percent of the total.

NONAGRICULTURAL PLACEMENTS



The offices serving the Navajo, Hopi, San Carlos, and Fort Apache reservation Indians in the northern region of Arizona placed Indians on 4,025 jobs. Referrals by the Tucson offices culminated in 1,037 placements.

Professional, Sales, and Clerical

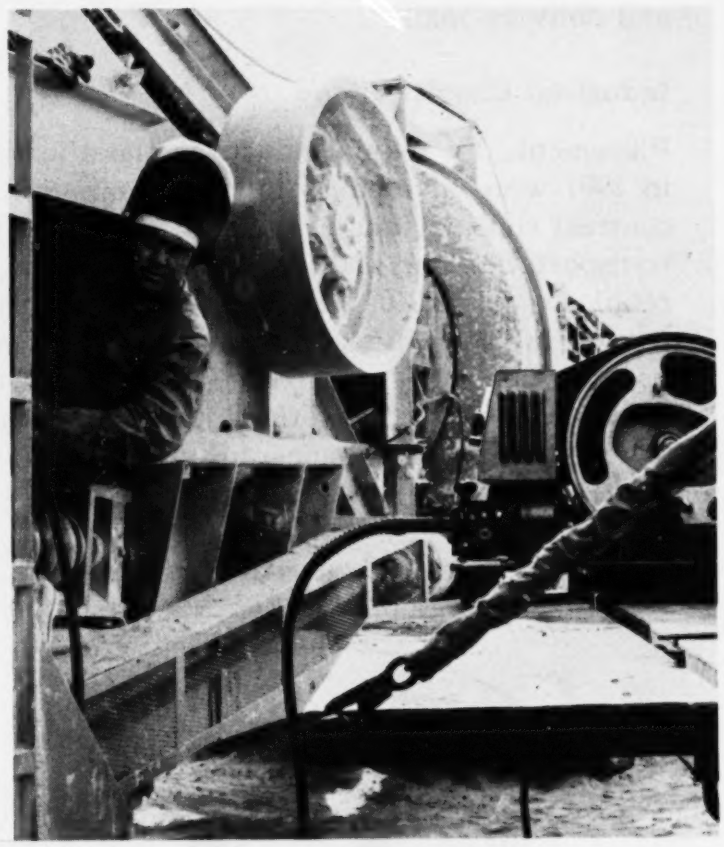
In 1967, placements in the professional, sales, and clerical occupations totaled 418. This figure represents an increase of 259 persons or 163 percent over those in this category in 1966.

Service

Placements in the service occupations totaled 5,153 in 1967. Fully two-thirds of the placements in this occupational group, 3,416, were accomplished by the Phoenix Industrial and Service Office. The offices of Flagstaff and Winslow and their branch offices serving the Navajos and Hopis recorded 485 placements in the service occupations. Tucson offices placed 890 Indians in this occupational category, an increase of 131 percent over their placements in 1966.

Trade and Industrial

Industrial occupational categories are the following: processing occupations (e.g., processing of metals, foods, paper, wood, petroleum, chemicals, etc.); machine trades (e.g., metal machining and working, paper working, printing, wood machining, textile occupations, etc.); bench work occupations (e.g., fabrication, assembly and repair of scientific apparatus, electrical equipment, plastics, wood products, etc.); structural work occupations (e.g., welding, painting, plastering, excavating, paving, construction occupations, etc.); and miscellaneous occupations (e.g., motor freight, transportation, packaging and materials handling, mineral extraction, logging, utilities, amusement and recreation occupations).



Industrial machinery repairman

Twenty-eight Indians were placed in processing occupations, and 152 in the machine trades during 1967. The Globe and Winslow local offices and branch offices made 119 of the placements in machine trades occupations.

Placements in bench work occupations numbered 354 during 1967. The Winslow Office reported making 175 of these, Globe 59, and Casa Grande 33.

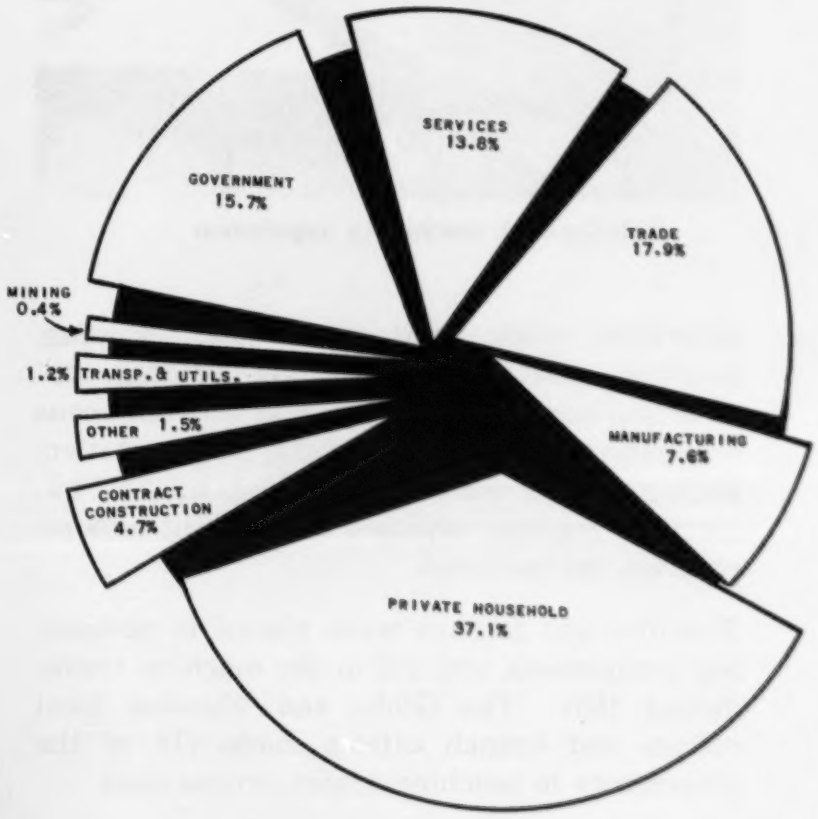
Referral activities resulted in 1,656 placements of Indians in structural work for the year. The Phoenix Industrial and Service Office placed exactly half of this total. The placements ranged from skilled to unskilled occupations in all phases of the construction industry.

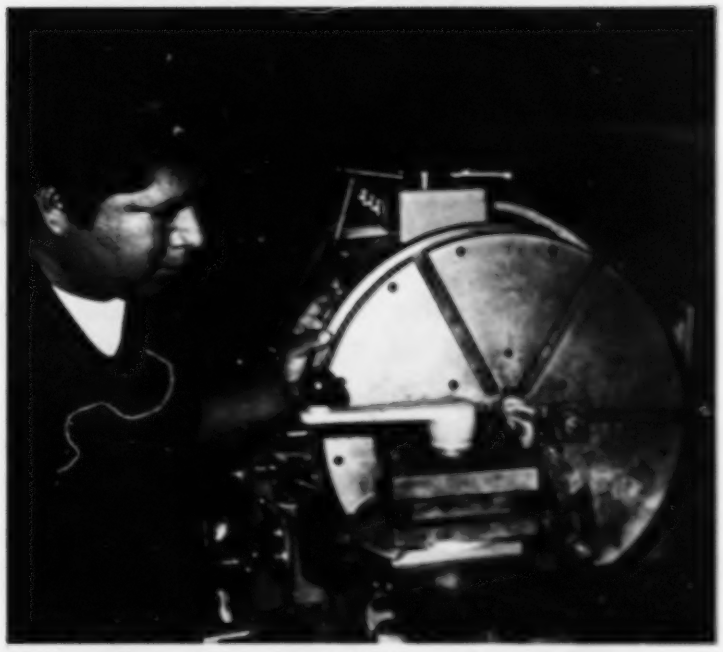
During the year, 3,398 job openings in miscellaneous occupations were filled by Indians. Four-fifths of these placements (2,820) were achieved by the Phoenix Industrial and Service Office. The principal miscellaneous occupations in which Indians were placed consisted of materials handler, truck driver, service station attendant, loader and unloader, and delivery man.

Industrial Classifications

Placements by major industrial classification in 1967 were divided as follows: mining, 57; contract construction, 612; manufacturing, 988; transportation and utilities, 150; wholesale and retail trade, 2,310; services, 1,784; private household (domestic service performed in private households - i.e., cooks, maids, butlers, gardeners), 4,795; government, 2,035; other (forestry, fisheries, finance, insurance and real estate), 196.

NONAGRICULTURAL PLACEMENTS
BY INDUSTRIAL CLASSIFICATIONS





Lathe operator machining valve wedge

Fire Fighting

Fire fighters are counted above in the services occupations and in the government (federal) industrial classification. Seventy-nine percent of the placements in the government industry classification and approximately 31 percent of the placements in the services occupations were Indians placed on fire fighting jobs. Thus fire fighting is an important source of employment for Indians.

The summer of 1967 in Arizona was long, hot, and dry, and the numerous forest fires in north-central Arizona kept fire fighting crews busy from May through December. The ASES recorded 1,609 placements in fire fighting occupations with the United States Forest Service. Three hundred ninety-six placements were made by the Flagstaff local office, 210 by the San Carlos branch office of Globe, and 664 by Chinle and 339 by Keams Canyon, both branch offices of Winslow. These figures should not be interpreted to mean that 1,609 different Indians were placed on jobs; many persons may have been placed on two or more jobs and thus been counted accordingly.

There are about 500 "card carrying" fire fighters on the Navajo and Hopi reservations and this number is almost equally divided between members of the two tribes. The fire fighter's card is issued by the U.S. Forest Service and signifies that the holder meets the prescribed medical standards and skill requirements of a fire fighter.

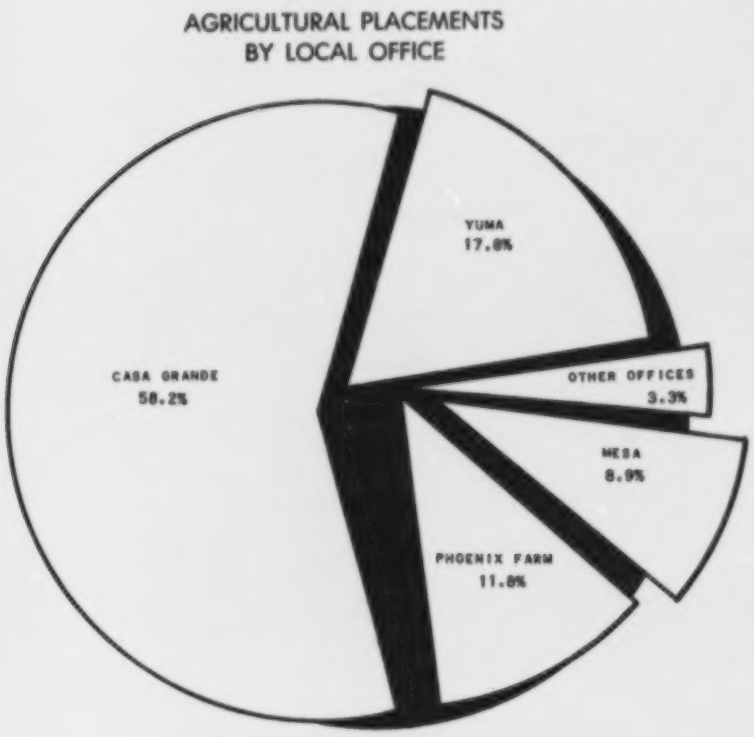
Movies

During the period from May through November of 1967 a total of 218 Indians were placed as movie extras. Twenty-five of the placements were made by the Chinle branch office of Winslow and the remainder, 193, were placed by Flagstaff's Tuba City branch office. Movie extras are counted under the professional, technical, and managerial occupational categories and under the service industry classification. The spectacular increase in the professional, sales and clerical placements over 1966 is due in most part to the number of movie extras placed in 1967.

2. AGRICULTURAL PLACEMENTS

Indians were placed on 8,074 agricultural jobs through the Arizona State Employment Service in 1967. Agricultural placements for 1967 were down 4,373 or 35 percent from 1966 (12,447).

Agricultural placements of Indians have declined steadily over the last five years from a high in 1962 of 19,250 to a low of 8,074 in 1967 (see Table VI). This decline in placements



can be attributed to the fact that Indians who leave the reservations to work on farms are staying on the farms for longer periods of time. Because of the lower turnover of workers there are fewer requests from farmers for workers and therefore fewer placements. The fact that housing for seasonal farm workers has recently been required to meet more stringent standards may also be a factor causing a decline in agricultural placements. Housing must be approved by the ASES before job orders or clearances are accepted. With better housing, Indians would tend to stay at a particular farm longer. Also, Indians would not be referred by the ASES to farms where deteriorated housing existed; this, too, would lead to fewer agricultural placements. Extensive recruiting by the Agency interviewer-interpreters on the Navajo, Hopi, and Papago reservations helped fill growers' needs at peak harvest times in other areas of the State. Several hundred Navajo Indians were also recruited for harvesting occupations in neighboring states.

Casa Grande placed Indians on 4,699 agricultural jobs in 1967. The greatest numbers were employed between June and August in cotton and lettuce preharvest and harvest operations. Large numbers were placed throughout the year in irrigation work and in general farm work.

Indians were placed on 1,435 farm jobs by the Yuma local office. The fall lettuce preharvest and harvest work accounted for the bulk of these placements.

The Phoenix Farm Office accomplished 950 Indian placements in agricultural employment, and the Mesa Farm Office accounted for 721 placements. These placements were year-round in preharvest operations of most major crops in Maricopa County but especially in lettuce preharvest and harvest activities, and in cotton preharvest.

Many Papago and Navajo Indians were recruited for the peak months of harvest work in Yuma. The Casa Grande Office placed Papagos, Maricopas, and Pimas from reservations in that area. Most of these Indians own and cultivate small plots of land and so have harvesting and irrigating skills to offer their employers.

Indians in Maricopa County are recruited from the Gila River, Salt River, and Fort McDowell reservations and from among the several thousand off-reservation inhabitants of Phoenix.

VI.
INDIAN HUMAN RESOURCE DEVELOPMENT

A. ASES

The development of employability among Indian workers to improve their competitiveness in the job market is an expanding program of service provided by the Arizona State Employment Service. The Manpower Development and Training Act and the training programs it can provide is the primary vehicle utilized by the Employment Service for job skill development of the Indian manpower resource. As needs are identified, programs are developed that teach usable and competitive job skills, as well as providing educational upgrading and other prevocational preparation essential to learn and use the job skills. Besides identifying the training and developing training programs with the State Department of Vocational Education and the Bureau of Apprenticeship and Training, the Arizona State Employment Service also recruits, selects, and refers Indian workers to training, provides supportive counseling services during training, and assists the Indian trainee to secure employment after training.

There are two kinds of MDTA projects, institutional and on-the-job training. Most of the training projects are institutional. In 1967, under the MDTA program the following MDTA projects were initiated for Indians by the ASES:

INDIAN MDTA PROJECTS INITIATED IN 1967

MDTA Project	Training Location	Trainee Openings	*Enrollments	Discontinuances	Compl.	Training Period
Institutional						
Basic Education	Phoenix	15	16	2	14	3/67- 8/67
Logger, All-round	Navajo Res.	15	14	0	14	8/67-11/67
Child Care Attendant	Navajo Res.	45	45	10	—	7/67- 4/68
Electrical Appliance Repairs & Service	Navajo Res.	30	30	9	—	6/67- 3/68
Electronics Assembler		250	90	11	67	6/67- 6/68
OJT						
Heavy Equip. Oper.	San Carlos	60	52	0	—	6/67- 7/68
Var. of Constr. Skills	Statewide	100	2	0	—	12/67- 3/69
TOTAL		515	249	32	95	

* To December 31, 1967 (Enrollments in 1968 not counted)

Two of the MDTA projects initiated in 1967 were completed and one was partially completed with a total of 95 Indians receiving training. Two of the projects will be completed in early 1968 and two others in mid-1968. The seventh project will be completed in early 1969. The Agency also selected and referred 19 Indians to other MDTA programs which were not exclusively for Indians.

Receiving OJT training in computer assembly

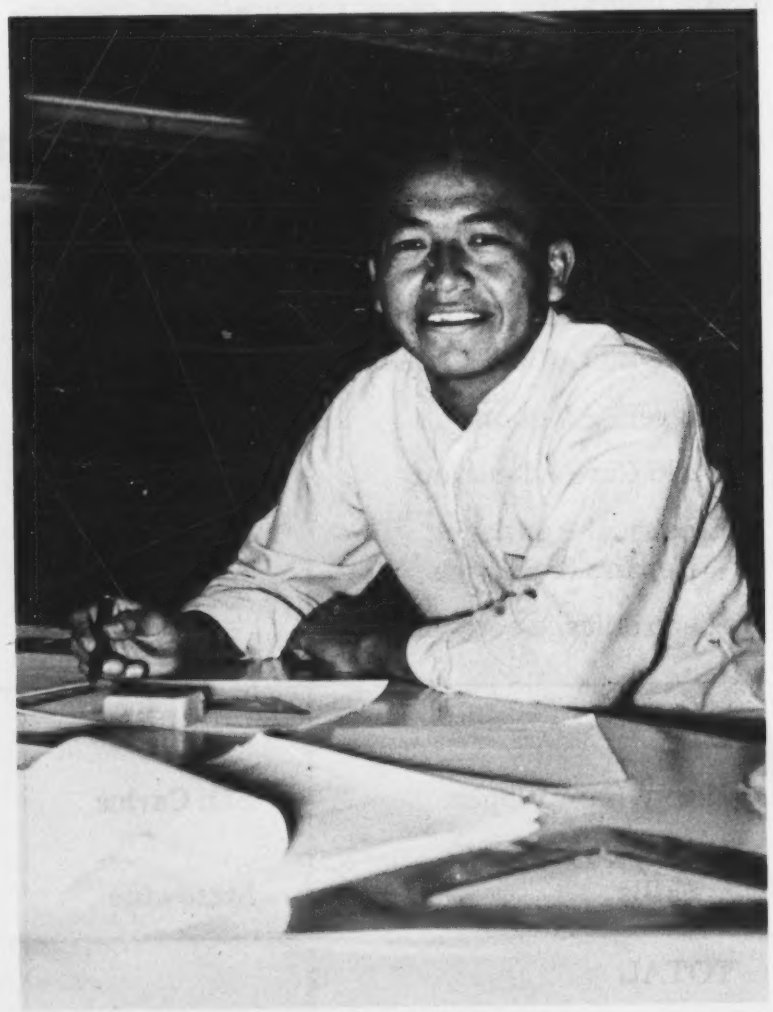
The Arizona State Employment Service also worked closely with the Bureau of Apprenticeship and Training, Indian reservation officials, Bureau of Indian Affairs staff, and employers to promote apprenticeship opportunities for qualified Indians both on and off reservations. The Arizona State Employment Service continued to advise Indian youths of apprenticeship training available and referred interested youths to the appropriate apprenticeship committees. The State apprenticeship programs include an ever increasing number of Indians.

Another significant manpower resource development activity is the technical assistance provided to educators in identifying and promoting vocational education programs in public schools that serve Indian reservations and Indian youths. Through employment counseling services, Indians are also encouraged to prepare for employment by taking training in needed job skills through the variety of training sources available to them.

The Arizona State Employment Service, in attempting to increase the employability of Indian youth, also referred a number of youth to Job Corps training centers and referred young Indians to Neighborhood Youth Corps openings.

B. Bureau of Indian Affairs

The Employment Assistance program of the BIA is perhaps more active in Indian human resource development than in placement of job seeking Indians. The foundation of the BIA's Indian human resource development activities is Public Law 959, enacted in August of 1956. It was designed mainly to help underemployed and unemployed adult (primarily between the ages of 18 and 35) Indians living on or near reservations to obtain reasonable and satisfactory employment through vocational training. The services authorized under the law include vocational counseling and guidance, institutional training in recognized vocations and trades, on-the-job training, and apprenticeship training. This training is provided



Draftsman trainee assisted under Public Law 959

at accredited trade and vocational schools at locations near the reservations as well as ten locations throughout the United States, including Phoenix. In Phoenix, twenty-nine training programs are offered to Indians at 22 different facilities. A few of the AVT programs available are: accountant, automobile body repairman, automobile mechanic, barber, bookkeeper, carpenter, dental assistant, draftsman, stenographer, welder, dressmaker, and upholsterer. The majority of Arizona Indians are given institutional training in Phoenix, Oakland, and Los Angeles.

Indians who are unable to pay their own expenses are granted financial assistance for: transportation to place of training and subsistence enroute; maintenance during the course of training; and training and related costs. If a trainee has a family, they travel with him to the training site and are also given subsistence.

During the 1967 fiscal year, a total of 378 Arizona Indians entered Adult Vocational Training; 125 received training in Phoenix, and the remainder were trained in centers located outside the State. During this same period, the BIA also placed 163 Indians in on-the-job training projects in Arizona.

The BIA, like the ASES, also refers Indian youth to various Jobs Corps programs. A section of the BIA is devoted entirely to this activity.

Welding apprentice

C. Indian Community Action Project

A recently formed organization created under the College of Education at Arizona State University and funded by the Office of Economic Opportunity is the Indian Community Action Project (ICAP). The purpose of this project is to assist the Indian tribes to develop and manage Community Action Programs on their reservations. ICAP personnel provide services to tribes not only in Arizona but Colorado, California, and New Mexico also.

The ICAP office which was created in July 1965 provides two types of service to Arizona Indians; technical assistance and training. The technical assistance staff is concerned primarily with helping tribes (upon their own request) to write proposals for funding, to organize their administrative procedures, to coordinate the CAP projects with other governmental poverty programs, and secure funds from all possible sources to finance planned programs. The training services provided by ICAP are fundamentally community information training, skills training, and Head Start training. The skills training includes preparing Indian personnel in administrative and office procedure so that they will be able to manage their own CAP projects. Part of the training staff provides in-service instruction for teachers, aides, cooks, bus drivers, and school administrators who participate in the Head Start program on Indian reservations.

ICAP was directly involved in helping Arizona tribes obtain $11.2 million in funds for various OEO and related programs. Some of the programs funded were the following: Conduct and Administration; Head Start; Alcoholism Control; Health Aid Training; Guidance and Counseling; Adult Education; Day Care; Community Service Center; Legal Aid; Remedial Reading; Small Business Development Centers; and Home Improvement Training.

The prime objectives of the ICAP are to bring about major and permanent gains in individual and community self-confidence and initiative, foster Indian community economic development and create employment opportunities for the poor. The ICAP is an important promoter of Indian Human Resource Development.

VII.
INDIAN MANPOWER RESEARCH

Navajo Study

In early 1967, the Arizona State Employment Service, in cooperation with an assistance of the Navajo Tribal Council, the Office of Navajo Economic Opportunity, the Bureau of Indian Affairs, and the U.S. Public Health Service, carried out the first full scale Indian manpower resource study in the United States. All these agencies cooperated with the ASES in developing the survey in 1966. The study, which will be published by the ASES in mid-1968, was designed to identify the characteristics, problems, and potential of the Navajo labor force and to identify the types of assistance programs needed by Navajo Indians to improve their employment and economic conditions. Information from the study should also prove to be of value in aiding the industrial development efforts of the Navajo Reservation by identifying the job skills available on the reservation and the labor force, employment, and job skill potential of the Navajo people.

(Courtesy of Hank Keneally III)

Indian Manpower Research Program

The Navajo Study was the first in a series of studies planned by the ASES of Indian Manpower in Arizona. The objective of the series of studies, known as the Indian Manpower Research Program, is to compile a body of knowledge about Indian manpower in Arizona for the development of information and methods needed to deal with the problems of unemployment and other mal-utilizations of the Indian manpower resource. The primary emphasis of the program will be placed on the identification of the varied, persistent, and continuous manpower problems of the Indian people in order to develop new perspectives on their problems, and for the development of solutions to these problems.

More precisely, the Arizona State Employment Service's Indian manpower research program is designed to:

1. Identify the Indian population and manpower resource on the reservations in Arizona, quantitatively and qualitatively.

2. Ascertain Indian manpower's economic, social, educational, vocational, employment, training, and health characteristics.

3. Assess their employment-related problems, their employment-related needs, and their potential for employment.

4. Determine the scope and content of manpower services and programs of action essential to increase employability of the Indian manpower resource and to reduce their unemployment.

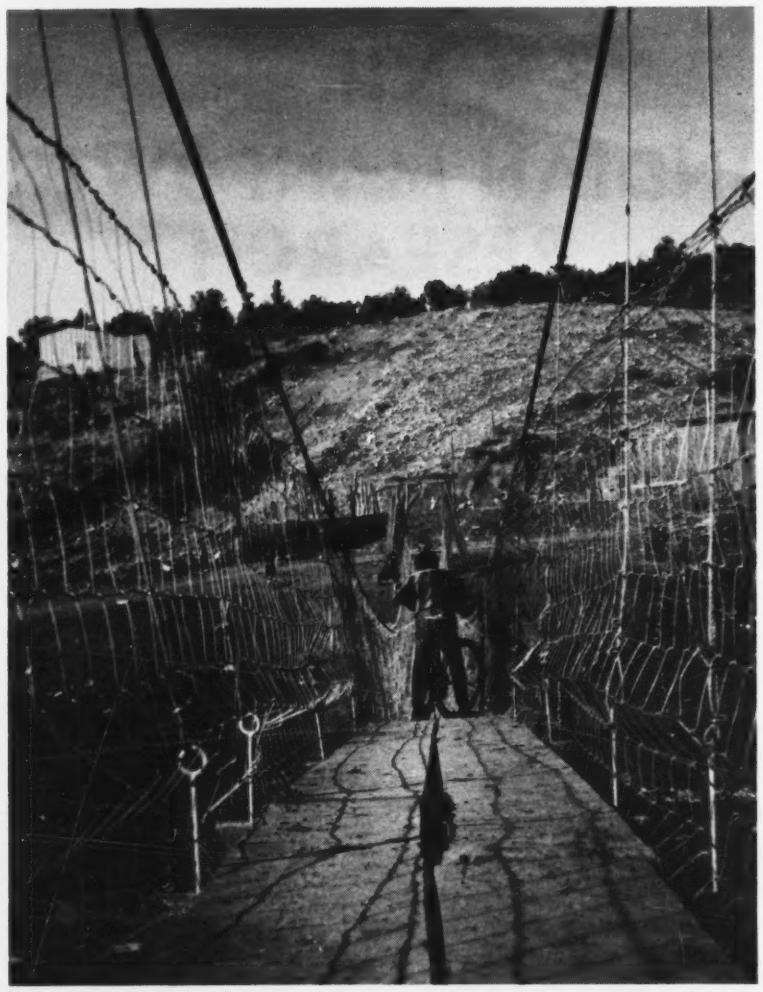
5. Develop standardized methodologies and techniques for conducting Indian manpower resource studies and measuring labor force participation, employment, and unemployment on Indian reservations.

The end result of the proposed research program is to:

1. Develop a body of knowledge about a relatively unknown, but significant, group of Arizona's and the Nation's disadvantaged manpower resource, the American Indians; and

2. Provide basic and necessary information essential to the planning and developing of effective services and programs for human resource development of the Indian and for creation and expansion of employment opportunities for Indians.

The second in the series of Indian Manpower Resources studies began in September 1967 and will end approximately in December of 1968. The second study will survey the Papago, Fort Apache, and San Carlos reservations. This project is co-directed by the Arizona State Employment Service and the Bureau of Business Research and Services of Arizona State University. The principal investigator is Dr. Benjamin Taylor of the Bureau. The study is being carried out with the cooperation of the Bureau of Indian Affairs and the respective Indian tribes being surveyed.



(Courtesy of Hank Keneally III)

VIII.
ASES PLANS FOR FUTURE SERVICES

The Arizona State Employment Service plans to improve and expand the quality of its services to Arizona Indians through further development of the following functions:

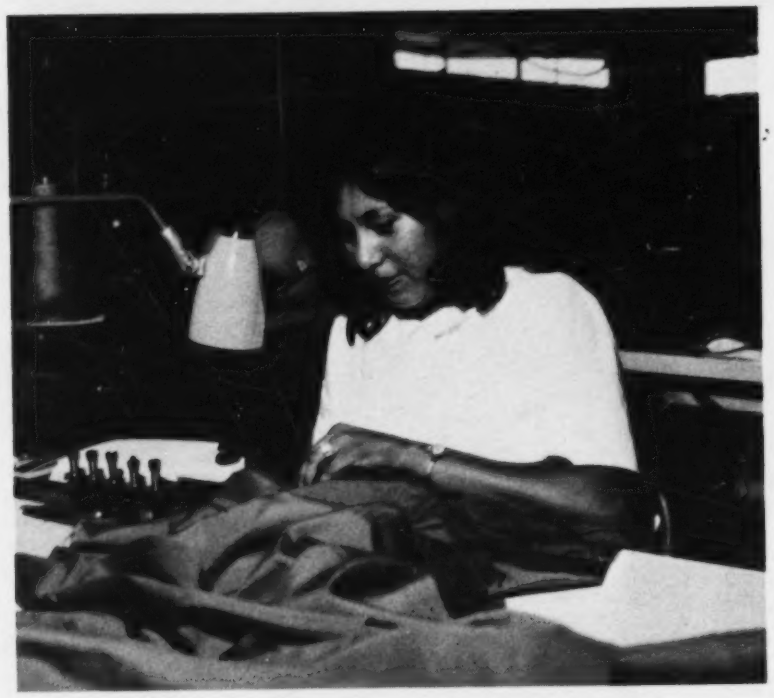
Outreach. by taking the initiative in contacting tribal leaders, groups, and individuals to inform them of job and manpower development opportunities available to them.

Developing human resources. by identifying the needs for skill training, the availability of potential Indian trainees, and the occupational opportunities in which training can lead to employment. Based on the needs of trainees, remedial education and other prevocational preparation will be provided.

Promoting job opportunities. by continued contact with the State's employers to learn of job openings, to encourage the hiring of Indians in on-job-training positions, and by cooperating with other agencies and organizations in Arizona to supply all available data to out-of-state employers who are considering establishing operations in Arizona, especially on or near an Indian reservation.

Providing job market information to tribal leaders and individuals, by supplying the results of our most recent analyses and projections of employment trends.

To improve employability, the Arizona State Employment Service plans to expand training programs under the Manpower Development and Training Act. There are currently 250 positions open for trainees in the on-going electronic assembler and construction skills Indian MDTA projects. Two programs calling for the training of 40 reservation Indians as farm equipment operators and "all-round" loggers are planned for 1968. Efforts will be increased to identify other training opportunities for Indians both on and off reservations in Arizona. In order to assist more reservation Indians to become eligible for vocational training assistance under United States Public Law No. 959, administered by the Bureau of Indian Affairs, attention will be directed to developing remedial educational programs for Indians who lack the educational qualifications.



OJT garment manufacturing trainee

There is a growing awareness of the economic plight of the American Indians and their urgent need for assistance with their economic problems. Illustrative of this concern is the first Conference on Manpower Programs for Indians held by the United States Employment Service in Kansas City, Missouri, in February 1967. This conference assembled most of the Nation's Indian leaders who defined their employment and economic problems. As a result, the United States Employment Service is becoming increasingly concerned with Indian manpower resource problems and may assign to the Arizona State Employment Service additional counseling and placement staff for improvement in both the quantity and quality of its manpower services to Arizona's Indian labor force.

In addition to the functions referred to above, the Arizona State Employment Service has planned a comprehensive Indian manpower research program. This program is designed to consist of a continuing series of studies to provide a body of knowledge about Indian manpower in Arizona. The series of studies are planned to include: (a) an Indian manpower resource study, (b) a job opportunities study, and (c) an economic potential study of Indian labor areas, allied with methodological development studies and cost-benefits studies of Indian manpower services.

IX. Appendix

TABLE I

SELECTED STATISTICS ON ASES SERVICES TO ARIZONA INDIANS BY LOCAL OFFICE - 1967

Office	New Applications	Monthly Average Active Applications On File	Counseling Interviews	Total Tests Given	Employer Contacts	Nonagricultural		Agricultural	
						Referrals	Placements	Referrals	Placements
CENTRAL REGION									
Mesa	218	58	34	69	0	451	228	770	721
Phoenix Farm	26	4	0	0	18	0	0	634	950
Phoenix I&S	831	250	2	316	473	7,624	7,125	0	0
Phoenix PS&C	161	22	4	50	0	124	29	0	0
Phoenix EOC	167	56	74	58	0	78	19	0	0
NORTHERN REGION									
Flagstaff	951	344	205	290	1,224	1,024	1,232	1,081	0
Globe	742	321	11	133	149	830	757	12	11
Kingman	68	14	3	11	11	134	106	0	0
Prescott	64	9	1	39	0	169	151	0	0
Safford	16	6	0	0	9	3	3	0	0
Winslow	1,795	541	201	1,049	635	2,455	2,036	1,070	2
SOUTHERN REGION									
Bisbee	3	0	0	0	0	4	4	0	0
Casa Grande	227	45	25	148	7	155	91	4,780	4,699
Douglas	1	0	0	0	0	0	1	0	0
Tucson IS&F	223	85	7	89	59	1,018	954	352	256
Tucson PS&C	11	4	0	15	0	25	17	0	0
Tucson YOC	79	289	68	34	0	95	66	0	0
Yuma	138	510	12	37	70	151	108	1,119	1,435
STATE TOTAL	5,721	1,794	647	2,338	2,655	14,640	12,927	9,818	8,074

TABLE II

PLACEMENT OF INDIANS BY OCCUPATIONAL GROUP BY LOCAL OFFICE - 1967

Office	Professional, Technical, & Managerial	Sales & Clerical	Service	Farming, Fishery, Forestry, & Rel.	Processing	Machine Trades	Benchwork	Structural Work	Miscellaneous	Total Non-agricultural	Agricultural	GRAND TOTAL
CENTRAL REGION												
Mesa	0	5	129	3	2	0	5	42	42	228	721	949
Phoenix Farm	0	0	0	0	0	0	0	0	0	0	950	950
Phoenix I&S	0	10	3,416	1	12	14	24	828	2,820	7,125	0	7,125
Phoenix PS&C	7	22	0	0	0	0	0	0	0	29	0	29
Phoenix EOC	0	1	13	0	0	1	1	0	3	19	0	19
NORTHERN REGION												
Flagstaff	211	22	315	398	0	5	28	175	78	1,232	0	1,232
Globe	9	12	63	272	0	64	59	154	124	757	11	768
Kingman	7	0	24	3	9	3	1	23	36	106	0	106
Prescott	1	1	58	0	0	2	13	42	34	151	0	151
Safford	0	1	1	0	0	0	0	1	0	3	0	3
Winslow	53	17	170	1,080	2	55	175	328	156	2,036	2	2,038
SOUTHERN REGION												
Bisbee	0	1	2	1	0	0	0	0	0	4	0	4
Casa Grande	1	2	19	0	0	1	33	5	30	91	4,699	4,790
Douglas	0	0	1	0	0	0	0	0	0	1	0	1
Tucson IS&F	0	0	835	1	3	3	12	51	49	954	256	1,210
Tucson PS&C	7	10	0	0	0	0	0	0	0	17	0	17
Tucson YOC	0	4	55	0	0	1	1	1	4	66	0	66
Yuma	9	5	52	9	0	3	2	6	22	108	1,435	1,543
TOTAL	305	113	5,153	1,768	28	152	354	1,656	3,398	12,927	8,074	21,001

TABLE III

PLACEMENT OF INDIANS BY INDUSTRY BY LOCAL OFFICE - 1967

Office	Agricultural	Mining	Contract Construction	Manufacturing	Transp., Comm., & Pub. Util.	Trade	Service	Private Household	Government	Other	TOTAL
CENTRAL REGION											
Mesa	721	0	16	24	0	38	30	106	6	8	949
Phoenix Farm	950	0	0	0	0	0	0	0	0	0	950
Phoenix I&S	0	0	438	428	100	1,970	510	3,494	74	111	7,125
Phoenix PS&C	0	0	0	1	0	14	3	0	10	1	29
Phoenix EOC	0	0	2	3	0	4	4	5	0	1	19
NORTHERN REGION											
Flagstaff	0	4	39	34	8	90	530	83	441	3	1,232
Globe	11	47	25	159	0	7	176	47	296	0	768
Kingman	0	4	5	15	14	21	20	19	8	0	106
Prescott	0	0	19	22	4	15	9	77	1	4	151
Safford	0	0	0	1	0	1	0	0	1	0	3
Winslow	2	0	42	234	18	66	353	132	1,151	40	2,038
SOUTHERN REGION											
Bisbee	0	0	0	0	1	1	0	2	0	0	4
Casa Grande	4,699	0	2	38	3	9	12	12	15	0	4,790
Douglas	0	0	0	0	0	0	0	1	0	0	1
Tucson IS&F	256	0	18	24	2	47	78	752	7	26	1,210
Tucson PS&C	0	2	0	1	0	2	4	0	8	0	17
Tucson YOC	0	0	0	2	0	6	17	37	4	0	66
Yuma	1,435	0	6	2	0	19	38	25	16	2	1,543
TOTAL	8,074	57	612	988	150	2,310	1,784	4,795	2,035	196	21,001

TABE IV

INDIAN PLACEMENTS BY INDUSTRY BY MONTH - 1967

MONTH	Agricultural	Mining	Contract Construction	Manufacturing	Transp., Comm., & Pub. Util.	Trade	Service	Private Household	Government	Other*	Total Nonag.	GRAND TOTAL
January	696	3	46	60	19	189	90	323	7	17	754	1,450
February	254	8	34	58	6	193	106	347	12	19	783	1,037
March	159	5	49	95	14	198	119	404	21	12	917	1,076
April	202	6	53	56	7	211	117	428	16	43	937	1,139
May	599	3	70	129	11	216	178	475	631	16	1,729	2,328
June	968	1	65	50	19	198	283	432	171	16	1,235	2,203
July	1,592	7	50	51	15	152	249	419	66	5	1,014	2,606
August	1,132	0	62	55	18	154	88	334	203	16	930	2,062
September	593	0	52	112	7	204	117	388	425	17	1,322	1,915
October	893	1	44	147	14	201	164	416	265	12	1,264	2,157
November	518	9	46	100	11	200	175	441	189	10	1,181	1,699
December	468	14	41	75	9	194	98	388	29	13	861	1,329
TOTAL	8,074	57	612	988	150	2,310	1,784	4,795	2,035	196	12,927	21,001

* Includes Forestry, Fisheries, Finance, Insurance, and Real Estate.

TABLE V

AGRICULTURAL PLACEMENTS BY LOCAL OFFICE BY MONTH - 1967

MONTH	Mesa	Phoenix Farm	Globe	Winslow	Casa Grande	Tucson IS&F	Yuma	TOTAL
January	20	61	0	0	70	2	543	696
February	4	38	0	0	36	19	157	254
March	34	50	1	0	7	3	64	159
April	50	50	5	0	48	1	48	202
May	85	75	1	0	394	0	44	599
June	83	26	0	0	817	2	40	968
July	119	53	0	2	1,052	111	255	1,592
August	75	12	0	0	917	112	16	1,132
September	91	92	0	0	352	0	58	593
October	92	160	3	0	579	1	58	893
November	51	201	1	0	217	4	44	518
December	17	132	0	0	210	1	108	468
Total	721	950	11	2	4,699	256	1,435	8,074
Monthly Average	60	79	1	0	392	21	120	673

TABLE VI

INDIAN PLACEMENTS IN THE STATE OF ARIZONA BY INDUSTRY - 1960-1967

Industry (Placements)	1960	1961	1962	1963	1964	1965	1966	1967
Mining	205	163	124	79	NO INDIAN REPORT	93	61	57
Construction	789	811	1,042	822		435	530	612
Manufacturing	713	605	786	685		844	621	988
Pub. Utilities, Trans.	89	87	138	106		133	164	150
Trade	1,260	1,385	1,676	1,691		1,906	2,282	2,310
Services	1,076	2,126	2,036	2,276		3,865	1,692	1,784
Private Households	3,929	4,700	4,888	4,482		4,411	4,803	4,795
Government	3,672	5,307	2,484	4,501		1,512	2,428	2,035
Other	97	118	202	192		232	236	196
Total Nonag.	11,830	15,302	13,376	14,834		13,431	12,817	12,927
Agriculture	10,441*	16,133*	19,250*	16,121*		15,310*	12,447*	8,074*
Total	22,271	31,435	32,626	30,955		28,741	25,264	21,001

* In-State only.

TABLE VII

SELECTED STATISTICS ON ASES SERVICES TO ARIZONA INDIANS 1960-1967

ASES Services To Indians	1960	1961	1962	1963	1964	1965	1966	1967
New Applications	4,680	4,544	4,842	5,461	NO INDIAN REPORT	5,596	5,123	5,721
Counseling	1,196	697	847	501		396	447	647
Tests	697	1,092	906	916		1,261	1,463	2,338